EXHIBIT 20

December 5, 2023

David Figlio
Provost and Gordon Fyfe Professor of Economics and Education
University of Rochester

RE: Liyanagamage Dias grievance
Department of Mechanical Engineering

Dear Dr Figlio:

Regarding the grievance put forth by Professor Ranga Dias, the University Committee on Tenure and Privileges has deliberated and has concluded based on information provided that the grievance does not have *prima facie* merit and does not relate to academic freedom. It therefore should not be heard by a grievance committee.

Sincerely,

Jane Liesveld, Chair, UCTP for the UCTP committee

Cc:
Ranga Dias, Assistant Professor
Kevin McFarland, Vice Provost
Paul Ellickson, Secretary, UCTP